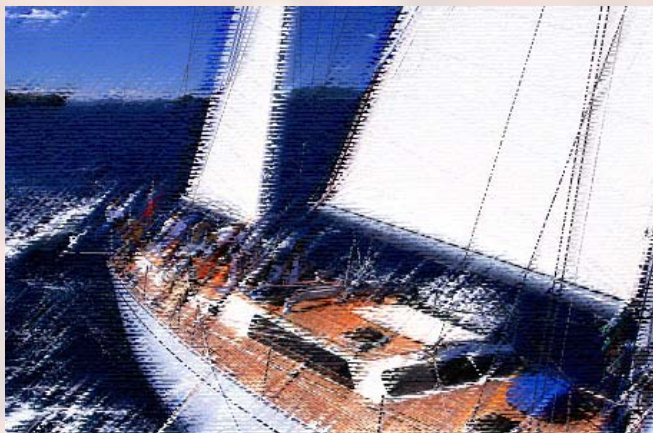


The Disability Program Navigator Initiative



Benefit to Employers

- Workers with disabilities have already learned to be flexible, overcome adversity and solve problems, making them a major asset to any employer.
- Workers with disabilities show a trait that has disappeared in recent years – they appreciate the job and want to be loyal to the employer.
- Employees with disabilities loosen tight labor markets.
- Employees with disabilities can relate better to customers with disabilities, who represent \$1 trillion in annual aggregate consumer spending.
- Companies that hire and accommodate people with disabilities in their workplaces can receive tax benefits.

It's ability, not disability, that counts.

Source: National Organization on Disability, Bender Consulting

To find a Disability Program Navigator in your area, find a list on our Web site at

<http://labor.idaho.gov/publications/disabilitynavigatorlist.pdf>

Who are Disability Program Navigators?

We help people with disabilities navigate the complex programs that affect their ability to obtain or retain employment

We serve as a resource for Social Security work incentive programs and employment support programs and providing referrals and information about services available.

We connect job seekers with services that support them in meeting their employment goals.

We ensure access to the full range of services through the Idaho Department of Labor local offices that serve as **one-stop centers** coordinating an array of employment and training programs.

One-Stop Centers

Staff can help customers. . .

- ◆ Register for work
- ◆ Search for a job
- ◆ Access job listings
- ◆ Access the Internet
- ◆ Create an employment plan
- ◆ Find community resources
- ◆ Get information about training and education in Idaho
- ◆ Fill out applications, write résumés and prepare for interviews
- ◆ With workshops and interest testing
- ◆ Access phones, faxes and copiers
- ◆ Get résumé paper and PC discs
- ◆ Find labor market information
- ◆ Apply for unemployment insurance benefits
- ◆ Assess disability benefit eligibility

IDAHO
DEPARTMENT OF LABOR

C.L. "BUTCH" OTTER, GOVERNOR
ROGER B. MADSEN, DIRECTOR

Costs associated with this publication are available by contacting the Idaho Department of Labor, which is funded in part by federal grants from the U.S. Department of Labor. The Idaho Department of Labor is an equal opportunity employer. Preference may be given to veterans who qualify under state and federal laws and regulations. Auxiliary aids and services are available upon request to individuals with disabilities. Dial 711 for TTY Idaho Relay Service.

Myths and Facts About Workers with Disabilities*

Myths are roadblocks that can interfere in employment equality for persons with disabilities. Negative attitudes can form about people with disabilities because of a lack of experience and interaction with them. Myths surrounding workers with disabilities and actual fact follow.

MYTH *Hiring employees with disabilities increases workers' compensation insurance rates.*

MYTH *Employees with disabilities have a higher absentee rate than employees without disabilities.*

MYTH *Persons with disabilities are inspirational, courageous, and brave for being able to overcome their disability.*

MYTH *Persons with disabilities need to be protected from failing.*

MYTH *Persons with disabilities are unable to meet performance standards, thus making them a bad employment risk.*

MYTH *Persons with disabilities have problems getting to work.*

MYTH *Persons who are deaf make ideal employees in noisy work environments.*

MYTH *Considerable expense is necessary to accommodate workers with disabilities.*

MYTH *Employees with disabilities are more likely to have accidents on the job than employees without disabilities.*

FACT Insurance rates are based solely on the relative hazards of the operation and the organization's accident experience, not on whether workers have disabilities.

FACT Studies by firms such as DuPont show that employees with disabilities are not absent any more than employees without disabilities.

FACT Persons with disabilities are simply carrying on normal activities of living when they drive to work, go grocery shopping, pay their bills or compete in athletic events.

FACT Persons with disabilities have a right to participate in the full range of human experiences including success and failure. Employers should have the same expectations of and work requirements for all employees.

FACT In 1990, DuPont conducted a survey of 811 employees with disabilities and found 90 percent rated average or better in job performance compared to 95 percent for employees without disabilities. A similar 1981 DuPont study which involved 2,745 employees with disabilities found that 92 percent of employees with disabilities rated average or better in job performance compared to 90 percent of employees without disabilities. The 1981 study results were comparable to DuPont's 1973 job performance study.

FACT Persons with disabilities are capable of supplying their own transportation by choosing to walk, use a car pool, drive, take public transportation or a cab. Their modes of transportation to work are as varied as those of other employees.

FACT Loud noises of a certain vibratory nature can cause further harm to the auditory system. Persons who are deaf should be hired for all jobs that they have the skills and talents to perform. No person with a disability should be prejudged regarding employment opportunities.

FACT Most workers with disabilities require no special accommodations and the cost for those who do is minimal or much lower than many employers believe. Studies by the Job Accommodation Network have shown that 15 percent of accommodations cost nothing, 51 percent cost between \$1 and \$500, 12 percent cost between \$501 and \$1,000, and 22 percent cost more than \$1,000.

FACT In the 1990 DuPont study, the safety records of both groups were identical.

*Source: U.S. Department of Labor, Employment & Training Administration



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